

## Differential Pay Rubric

Area	Knowledge	Skills	Disposition	Effectiveness
Basic Teacher	Does nothing to stay current beyond the minimum state required.  0 shares	Does what is needed to meet minimum efforts.  0 shares	Attends required PD however does nothing to contribute to school improvement efforts  0 shares	Student achievement shows no change.  0 shares
Developing Teacher	Has a basic knowledge of both content and good online teaching practices. Increases skills on occasion but without specific focus.  .1 shares	Carries out all job duties as assigned and seeks for clarification when needed.  .1 shares	Attend all required PLC's. Participate in extra PD course. Team player attitude and a willingness to contribute to improvement efforts.  .1 shares	Student achievement as measured by the methods below.  .1 shares
Professional Teacher	Has a solid knowledge of both content and good online teaching. Increases skills in a specific and focused direction.  .2 shares	Carries out all job duties and frequently goes above and beyond.  .2 shares	Attends all required PLC's, participates in extra PD course, and implements what is learned. Valuable contributor to improvement efforts.  .2 shares	Student achievement as measured by the methods below.  ___ .2 shares ___ .3 shares
Master Teacher	Has advanced knowledge of both content and good online teaching. Increases skills in a specific and focused direction.  .3 shares	Meets Professional Teacher requirements and takes on additional responsibilities such as model teaching and/or teacher mentor.  .3 shares	Meets Prof Teacher requirements and takes on extra responsibilities and leadership roles. Displays a leadership attitude in school improvement efforts.  .3 shares	Student achievement as measured by the methods below.  ___ .4 shares ___ .5 shares

## K – 6<sup>th</sup> Grades Effectiveness Measurement

### Elementary Teachers K-6

**Progress Monitoring Assessments** (School wide progress monitoring will occur 3x a year however, growth will be measured based on Fall –Spring growth. These assessments are given in the areas of Math and Language Arts. Scores are based on the mean of raw score data.)

This chart is for all teachers

Math		Language Arts	
80%	.25 share	85%	.25 share
77%	.2 share	81%	.2 share
74%	.15 share	76%	.15 share
71%	.1 share	73%	.1 share
69%	.05 share	70%	.05 share

### Other Elem Certified Staff Merit Pay

All are based on fractions of the charts above for the various grades.

Administrator	1/6 of each grade k-6
K-6 Spec Ed	1/4 of each grade k-6

## ACVS Secondary: Grades 7-12

This chart is for all teachers. Teachers will be held accountable for their advisor lists of students and the growth their students make towards their progress monitoring benchmark assessments. The mean of each advisor's list will be used to determine the classes overall percent of increase.

Language Arts Benchmark Growth		Math Benchmark Growth	
40% (% increase)	.25 share	35% (% increase)	.25 share
35%	.2 share	30%	.2 share
30%	.15 share	25%	.15 share
25%	.1 share	20%	.1 share
20%	.05 share	15%	.05 share
Growth Chart for Sub group population groups (SpEd & ESL)			
25%	.25 share	25%	.25 share
20%	.2 share	20%	.2 share
15%	.15 share	15%	.15 share
10%	.1 share	10%	.1 share
5%	.05 share	5%	.05 share
Administrators & Counselor mean of school wide benchmark growth*			
35%	.25 share	30%	.25 share

Another Choice Virtual Charter School Differential Pay Plan

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2013-2014

30%	.2 share	25%	.2 share
25%	.15 share	20%	.15 share
20%	.1 share	15%	.1 share
15%	.05 share	10%	.05 share

\*Administrator, SpEd Director, & Counselor, mean of all students growth on progress monitoring assessments, using the above charts

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- **All of the above assessments are graded/corrected by computer/technology, or by district personnel who have no financial stake in the outcome.**
- **Data will be collected and scores compared from the Fall to Spring administration of District Progress Monitoring.**